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Financing of the United Nations Mission in Bosnia and Herzegovina

Financing of the United Nations Mission in Bosnia and Herzegovina

Report of the Secretary-General

Summary

The present report contains the proposed budget for the 12-month period from 1 July 1999 to 30 June 2000 for the maintenance of the United Nations Mission in Bosnia and Herzegovina (UNMIBH), including the United Nations Mission of Observers in Prevlaka (UNMOP) and the United Nations liaison offices at Belgrade and Zagreb, which amounts to $168,234,000 gross ($158,196,000 net).

Of the total budget, some 75 per cent of resources relate to civilian personnel costs. Operational costs account for 18 per cent of the budget, military personnel costs reflect 1 per cent while staff assessment comprises 6 per cent of the total. Less than 1 per cent of total resources are related to other programmes.

The action to be taken by the General Assembly is set out in paragraph 35 of the present report.

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I. Overview

1. The present report contains the proposed budget for the 12-month period from 1 July 1999 to 30 June 2000 for the maintenance of the United Nations Mission in Bosnia and Herzegovina (UNMIBH), including the United Nations Mission of Observers in Prevlaka (UNMOP) and the United Nations liaison offices at Belgrade and Zagreb, which amounts to $168,234,000 gross ($158,196,000 net).

2. Estimated requirements for the period from 1 July 1999 to 30 June 2000 represent a 5.7 per cent decrease ($10,246,500) in total resources (gross) in relation to the apportionment for the period from 1 July 1998 to 30 June 1999. The proposed decrease reflects a 40.9 per cent decrease in military personnel costs, a 1.7 per cent decrease in civilian personnel costs, a 21.6 per cent decrease in operational costs and a 45.9 per cent decrease in other programmes. This is partially offset by a 1.5 per cent increase in staff assessment costs.

Table 1
Financial resources
(Thousands of United States dollars)

				Proposed increase decrease over 1998 99	
Category of expenditure	*1997 98 expenditures*	*1998 99 apportionment*	*1998 00 cost estimates*	*Amount*	*Percentage*
Military personnel costs	1 906.6	2 071.0	1 224.0	(847.0)	(40.9)
Civilian personnel costs	114 548.4	133 168.2	130 929.2	(2 239 0)	(1.7)
Operational costs	24 589.5	32 927.8	25 813.8	(7 114.0)	(21.6)
Other programmes	234.7	423.1	229.0	(194.1)	(45.9)
Staff assessment	6 382.9	9 890.4	10 038.0	147.6	1.5
Total resources (gross)[a]	**147 662.1**	**178 480.5**	**168 234.0**	**(10 246.5)**	**(5.7)**

[a] Exclusive of provision for the support account for peacekeeping operations and the United Nations Logistics Base at Brindisi.

Table 2
Human resources

Military and civilian staff resources	*1997 98 (actual)*	*1998 99 (apportioned)*	*1999 00 (budgeted)*	*Increase decrease over 1998 99*
Military observers	27	28	28	—
Military liaison officers	3	5	5	—
Civilian police	1 975	2 027	1 954	(73)
International staff	308	377	352	(25)
Local staff	1 148	1 242	1 365	123
National professional staff	—	—	8	8

3. The actions to be taken by the General Assembly are as follows:

(a) Appropriation of the amount of $168,234,000 gross ($158,196,000 net), for the Mission for the 12-month period from 1 July 1999 to 30 June 2000;

(b) Assessment of the amount in paragraph 3 (a) at a monthly rate of $14,019,500 gross ($13,183,000 net), should the Security Council decide to continue the mandate of the Mission beyond 21 June 1999.

II. Political mandate

A. United Nations Mission in Bosnia and Herzegovina

Mandate of the Mission (Security Council resolution 1035 (1995) of 21 December 1995)

4. The mandate of UNMIBH is to assist the parties in their obligations to provide a safe and secure environment for all persons in their respective jurisdictions by maintaining civilian law enforcement agencies operating in accordance with internationally recognized standards and with respect for internationally recognized human rights and fundamental freedoms. The Mission consists of an International Police Task Force (IPTF) and a civilian office.

5. The current mandate expires on 21 June 1999 (Security Council resolution 1174 (1998) of 15 June 1998).

B. United Nations Mission of Observers in Prevlaka

Mandate of the Mission (Security Council resolution 779 (1992) of 6 October 1992)

6. The mandate of UNMOP is to monitor the demilitarization of the Prevlaka peninsula.

7. The current mandate expires on 15 July 1999 (Security Council resolution 1222 (1999) of 15 January 1999).

III. Operational plan and requirements

A. United Nations Mission in Bosnia and Herzegovina

8. The operational requirements for the Mission were set out in the report of the Secretary-General to the Security Council of 13 December 1995 (S/1995/1031) and his subsequent reports of 9 December 1996 (S/1996/1017), 14 March 1997 (S/1997/224), 10 December 1997 (S/1997/966), 12 March 1998 (S/1998/227 and Corr.1) and 10 December 1998 (S/1998/1174).

9. The present budget incorporates the increase in the strength of IPTF by 30 police monitors, as authorized by the Security Council in its resolution 1168 (1998) of 21 May 1998, and the establishment of a programme to monitor and assess the court system in Bosnia and Herzegovina approved by the Security Council in its resolution 1184 (1998) of 16 July 1998. The current authorized strength of UNMIBH stands at 2,057 police and 5 military liaison officers. In addition to the 7 regional offices and 56 police stations reported in the context of the budget for the 1998/99 fiscal year, 5 new police stations have been set up in Sarajevo-Novo, Srebrenica, Bratunac, Bihac and Doboj. A detailed breakdown of the IPTF location structure is presented in annex VI.D.

10. In his letter of 31 July 1998 to the Chairman of the Advisory Committee on Administrative and Budgetary Questions, the Controller informed the Committee that in light of slippage in the deployment of civilian personnel, the funds appropriated by the General Assembly in its resolution 52/243 of 26 June 1998 should be sufficient to allow for the absorption of the costs associated with the implementation of Security Council resolutions 1168 (1998) and 1184 (1998) within the 1998/99 fiscal year.

11. Additional operational factors taken into account in the preparation of budget estimates are reflected in sections B, C and D below.

B. United Nations Mission of Observers in Prevlaka

12. The operational requirements for UNMOP were set out in the reports of the Secretary-General of 13 December 1995 (S/1995/1028 and Add.1) and 6 January 1999 (S/1999/16).

13. The present budget provides for 28 military observers for UNMOP.

C. United Nations liaison offices at Belgrade and Zagreb

14. In paragraph 24 of his report of 6 February 1996 (S/1996/83), the Secretary-General informed the Security Council of his intention to retain liaison offices at Belgrade and Zagreb which would report to United Nations Headquarters in New York. The cost of maintaining these offices has been incorporated into the UNMIBH budget effective 1 July 1998 in respect of the Belgrade liaison office and 16 October 1998 in respect of the Zagreb liaison office.

D. Zagreb administrative office of the United Nations Mission in Bosnia and Herzegovina

15. The functions to be performed under central support to UNMIBH, the Support Group and the United Nations Preventive Deployment Force (UNPREDEP) were described in paragraphs 10 (a) to (f) of the report of the Secretary-General of 31 July 1997 (A/51/519/Add.5).

16. In view of the termination of the Support Group in October 1998, 21 posts (out of a total of 46) will be terminated in the office providing central support to UNMIBH, the Support Group and UNPREDEP. As a result, this office will be renamed Zagreb administrative office of UNMIBH and will maintain remaining functions as described in paragraph 25 below.

IV. Contributions made under the status-of-mission agreement

(United States dollars)

Government	*Contribution*	*Value*
Bosnia and Herzegovina	Regional office at Banja Luka	[a]
	Police station at Tito Drvar	[a]
	Training facility in Sarajevo	[a]
	International Press Centre in Sarajevo	[a]
Croatia	Camp Pleso facilities	[a]
	Land for observation posts	[a]

[a] The value of this contribution has not yet been determined.

V. Financial administration

A. Approved budget and expenditures for the period from 1 January 1996 to 30 June 1999

Summary of resources

(United States dollars)

		Gross	*Net*
1	Resources		
	From inception to 30 June 1999[a]	563 453 520	536 976 720
2	Expenditure		
	From inception to 30 June 1999[b]	502 152 120	480 219 620
	Total, 1 less 2	**61 301 400**	**56 757 100**
3	Credits applied to Member States		
	From inception to 30 June 1997	39 548 500	37 232 500
4	Unencumbered balance		
	Total (1 less 2 less 3)	**21 752 900**	**19 524 600**

[a] Excludes commitment authority of $10,608,000 (General Assembly decision 52/437).
[b] Includes pro forma expenditure for the period from 1 July 1998 to 30 June 1999.

B. Voluntary contributions and trust funds

1. Voluntary contributions

(United States dollars)

Government Organization	*Contribution*	*Value*
From inception to 30 June 1998		
Cyprus	Cash	4 000
Stabilization Force (SFOR)	Medical services (budgeted)	[a]
From 1 July 1998 to 30 June 1999		
Stabilization Force (SFOR)	Medical services (non-budgeted)	[a]

[a] The value of this contribution has not yet been determined.

2. Trust funds

(United States dollars)

	Received	*Expenditure*	*Pledged*
Trust fund for the restoration of essential public services in Sarajevo			
Cash contributions			
1 July 1998 to 30 June 1999	50 000	—	—
1 July 1999 to 30 June 2000	—	—	—
Contributions in kind			
1 July 1998 to 30 June 1999	—	—	—
1 July 1999 to 30 June 2000	—	—	—
Subtotal	**50 000**	—	—
Trust fund for the police assistance programme in Bosnia and Herzegovina			
Cash contributions			
1 July 1998 to 30 June 1999	1 506 936	307 298	—
1 July 1999 to 30 June 2000	—	—	—
Contributions in kind			
1 July 1998 to 30 June 1999	—	—	—
1 July 1999 to 30 June 2000	—	—	—
Subtotal	**1 506 936**	**307 298**	—
Sub-account to the Trust Fund for the police assistance programme in Bosnia and Herzegovina for the Brcko restructuring programme			
Cash contributions			
1 July 1998 to 30 June 1999	—	74 586	—
1 July 1999 to 30 June 2000	—	—	—
Contributions in kind			
1 July 1998 to 30 June 1999	—	—	—
1 July 1999 to 30 June 2000	—	—	—
Subtotal	—	**74 586**	—
Total	**1 556 936**	**381 884**	—

VI. Status of reimbursement to troop-contributing Governments

17. The authorized strength of UNMIBH consists of military observers and civilian police only. Hence, there are no reimbursements for troop costs.

VII. Contingent-owned equipment

18. No contingent-owned equipment is provided to UNMIBH.

VIII. Staffing requirements

A. Changes in staffing requirements

	Number of posts		
	Current staffing	*Proposed staffing requirements*	*Net change*
International staff			
Under-Secretary-General	1	1	—
Assistant Secretary-General	—	—	—
D-2	2	2	—
D-1	6	7	1
P-5	13	14	1
P-4	43	54	11
P-3	59	74	15
P-2/P-1	8	8	—
Subtotal	**132**	**160**	**28**
General Service (Principal level)	4	4	—
General Service (Other level)	99	93	(6)
Subtotal	**103**	**97**	**(6)**
Field Service	159	154	(5)
Security Service	3	3	—
Subtotal	**162**	**157**	**(5)**
Total, international staff	**397**	**414**	**17**
Local staff	**1 307**	**1 437**	**130**
National Professional staff	—	**8**	**8**
International contractual staff	—	—	—
United Nations Volunteers	—	—	—
Subtotal	**1 307**	**1 445**	**138**
Total	**1 704**	**1 859**	**155**

19. Proposed changes to the UNMIBH staffing table contained in annex IV of the report of the Secretary-General of 9 February 1998 (A/52/786) for a net increase of 155 posts, include:

(a) Redeployment of posts between offices;

(b) Replacement of five General Service posts with Local level posts;

(c) Forty-two posts (1 P-5, 9 P-4, 8 P-3, 8 national Professional and 16 Local level posts) in connection with the establishment of a Judicial System Assessment Project;

(d) Reclassification of the head of the office responsible for providing central support to the operations in the former Yugoslavia from the P-4 to the P-3 level and termination of 21 posts (5 Field Service, 1 General Service and 15 Local level posts) in that office;

(e) Seven posts (3 P-4 and 4 P-3) for the Human Rights Office;

(f) One P-3 post for the Office of the Civilian Police Commissioner;

(g) One P-3 post for the United Nations liaison office in Belgrade;

(h) Reinstatement of the post of the head of the United Nations liaison office in Zagreb at the D-1 level;

(i) One hundred and twenty-four Local level posts for language assistants for IPTF.

20. In paragraph 8 of its resolution 53/243, the General Assembly requested the Secretary-General, in order to reduce the cost of employing General Service staff, to continue efforts to employ locally recruited staff for the Mission against General Service posts, commensurate with its requirements. As indicated in paragraph 19 (b) above, the Mission has identified five General Service posts for replacement by local posts in the context of the present budget.

21. **Office of the Special Representative of the Secretary-General and Coordinator of the United Nations operations in Bosnia and Herzegovina**. By its resolution 1184 (1998), the Security Council approved the establishment by UNMIBH of a programme to monitor and assess the court system in Bosnia and Herzegovina. The implementation of this programme will be carried out by 26 Professional and 16 Local level staff (1 P-5, 9 P-4, 8 P-3, 8 national Professional and 16 Local level posts). These tasks are currently being provided under general temporary assistance.

22. The staffing of the Human Rights Office is currently composed of one P-5, five P-4, four P-3 and nine Local level posts, deployed at UNMIBH headquarters in Sarajevo and at Brcko, Tuzla, Banja Luka and Mostar regional headquarters. The proposed increase of three P-4 and four P-3 posts for the Office reflects the deployment of a regional human rights coordinator and a regional human rights officer at the regional headquarters in Sarajevo, Bihac and Doboj and a human rights officer at Mission headquarters in Sarajevo.

23. **Civilian police**. With a view to ensuring continuity in the monitoring of IPTF internal training, a course developer/trainer at the P-3 level is required for the Office of the Civilian Police Commissioner.

24. In his reports to the Security Council of 12 March (S/1998/227 and Corr.1), 16 September (S/1998/862) and 16 December 1998 (S/1998/1174), the Secretary-General indicated that the focus of the activities of the IPTF had changed from general monitoring to more specialized activities, including human rights monitoring, co-location of IPTF monitors with local police officials and specialized training, which require practically a one-to-one ratio of language assistants to be effective. It was also indicated that the increased

deployment of co-locators and advisers to the ministries had already put the Mission under heavy strain, and at times could only be accommodated to the detriment of other, equally important tasks. For these reasons, 124 language assistants are required to support the activities of IPTF. A breakdown of the requirements for language assistants by key activity is included in annex I.C.

25. **Zagreb administrative office of UNMIBH**. In view of the termination of the Support Group in October 1998, a total of 21 posts (5 Field Service, 1 General Service and 15 Local level posts) will be terminated in the office providing central support to UNMIBH, the Support Group and UNPREDEP. Additionally, this office will be renamed Zagreb administrative office of UNMIBH, and its head will be reclassified from the P-4 to the P-3 level. A total of 25 posts in the area of communications, travel and traffic, aviation and building management (1 P-3, 3 Field Service and 21 Local level posts) will be retained. These changes are reflected in the proposed staffing table.

26. **United Nations liaison office in Belgrade**. The current situation in Kosovo has greatly increased the demand for timely and accurate political reporting to Headquarters in New York by the United Nations liaison office in Belgrade. For this reason, a political officer at the P-3 level is required to strengthen the office in this area.

27. **United Nations liaison office in Zagreb**. The post for the head of the United Nations liaison office in Zagreb was discontinued in January 1998 as a result of the designation of a Representative of the Secretary-General who was simultaneously Head of the Support Group and the United Nations liaison office in Zagreb. In view of the termination of the Support Group in October 1998, there is need to reinstate the post for the head of this office at the previously authorized D-1 level.

28. Job descriptions for the above-mentioned posts are contained in annex II.D.

B. Current and proposed staffing

	Professional category and above									General Service and related categories								
	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	Total	Field Service	Principal level	Other level	Security Service	Total	Local staff	National staff	Contractual personnel	United Nations Volunteers	Grand total
1. United Nations Mission in Bosnia and Herzegovina																			
Substantive																			
Office of the Special Representative of the Secretary-General and Coordinator of the United Nations operations in Bosnia and Herzegovina																			
Current	1	—	1	1	5	9	13	—	30	3	1	11	—	15	33	—	—	—	78
Proposed	1	—	1	1	6	21	25	—	55	4	1	11	—	16	49	8	—	—	128
Office of Civil Affairs																			
Current	—	—	—	1	4	20	25	—	50	—	1	11	—	12	41	—	—	—	103
Proposed	—	—	—	1	4	20	25	—	50	—	1	11	—	12	41	—	—	—	103
Civilian police																			
Current	—	—	1	1	—	—	2	—	4	—	1	2	—	3	805	—	—	—	812
Proposed	—	—	1	1	—	—	3	—	5	—	1	2	—	3	929	—	—	—	937
Subtotal, substantive																			
Current	1	—	2	3	9	29	40	—	84	3	3	24	—	30	879	—	—	—	993
Proposed	1	—	2	3	10	41	53	—	110	4	3	24	—	31	1 019	8	—	—	1 168
Administration																			
Administrative Services																			
Current	—	—	—	1	1	7	9	8	26	26	1	43	3	73	85	—	—	—	184
Proposed	—	—	—	1	1	7	9	8	26	26	1	40	3	70	87	—	—	—	183

	Professional category and above									General Service and related categories								
	USG	*ASG*	*D-2*	*D-1*	*P-5*	*P-4*	*P-3*	*P-2*	**Total**	*Field Service*	*Principal level*	*Other level*	*Security Service*	**Total**	*Local staff*	*National staff*	*Contractual personnel*	*United Nations Volunteers*	**Grand total**
Technical Services																			
Current	—	—	—	—	1	3	4	—	**8**	54	—	24	—	**78**	137	—	—	—	**223**
Proposed	—	—	—	—	1	3	4	—	**8**	54	—	18	—	**72**	140	—	—	—	**220**
Regional Services																			
Current	—	—	—	—	—	1	4	—	**5**	65	—	3	—	**68**	150	—	—	—	**223**
Proposed	—	—	—	—	—	1	4	—	**5**	64	—	8	—	**72**	149	—	—	—	**226**
Subtotal, administration																			
Current	—	—	—	**1**	**2**	**11**	**17**	**8**	**39**	**145**	**1**	**70**	**3**	**219**	**372**	—	—	—	**630**
Proposed	—	—	—	**1**	**2**	**11**	**17**	**8**	**39**	**144**	**1**	**66**	**3**	**214**	**376**	—	—	—	**629**
Total																			
Current	**1**	—	**2**	**4**	**11**	**40**	**57**	**8**	**123**	**148**	**4**	**94**	**3**	**249**	**1 251**	—	—	—	**1 623**
Proposed	**1**	—	**2**	**4**	**12**	**52**	**70**	**8**	**149**	**148**	**4**	**90**	**3**	**245**	**1 395**	**8**	—	—	**1 797**
2. United Nations Mission of Observers in the Prevlaka Peninsula																			
Military observers support																			
Current	—	—	—	1	—	—	—	—	**1**	2	—	—	—	**2**	5	—	—	—	**8**
Proposed	—	—	—	1	—	—	—	—	**1**	2	—	—	—	**2**	5	—	—	—	**8**
Zagreb administrative office of UNMIBH[a]																			
Current	—	—	—	—	—	1	—	—	**1**	8	—	1	—	**9**	36	—	—	—	**46**
Proposed																			
Administration	—	—	—	—	—	—	1	—	**1**	—	—	—	—	**—**	2	—	—	—	**3**
Movement and control	—	—	—	—	—	—	—	—	**—**	1	—	—	—	**1**	5	—	—	—	**6**
Communications	—	—	—	—	—	—	—	—	**—**	2	—	—	—	**2**	4	—	—	—	**6**
Engineering	—	—	—	—	—	—	—	—	**—**	—	—	—	—	**—**	1	—	—	—	**1**

	Professional category and above									General Service and related categories									
	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	Total	Field Service	Principal level	Other level	Security Service	Total	Local staff	National staff	Contractual personnel	United Nations Volunteers	Grand total
Transport	—	—	—	—	—	—	—	—	—	—	—	—	—	—	2	—	—	—	2
Security	—	—	—	—	—	—	—	—	—	—	—	—	—	—	7	—	—	—	7
Subtotal, proposed	—	—	—	—	—	—	1	—	1	3	—	—	—	3	21	—	—	—	25
3. United Nations liaison office in Belgrade																			
Current	—	—	—	1	1	1	1	—	4	—	—	2	—	2	10	—	—	—	16
Proposed	—	—	—	1	1	1	2	—	5	—	—	2	—	2	10	—	—	—	17
4. United Nations liaison office in Zagreb																			
Current	—	—	—	—	1	1	1	—	3	1	—	2	—	3	5	—	—	—	11
Proposed	—	—	—	1	1	1	1	—	4	1	—	1	—	2	6	—	—	—	12
Grand total (1–4)																			
Current	1	—	2	6	13	43	59	8	132	159	4	99	3	265	1 307	—	—	—	1 704
Proposed	1	—	2	7	14	54	74	8	160	154	4	93	3	254	1 437	8	—	—	1 859

[a] Formerly entitled central support to the United Nations Mission in Bosnia and Herzegovina, the Support Group and the United Nations Preventive Deployment Force.

IX. Cost estimates for the period from 1 July 1999 to 30 June 2000

29. The total cost of maintaining UNMIBH, including UNMOP and the United Nations liaison offices at Belgrade and Zagreb for the period from 1 July 1999 to 30 June 2000 is estimated at $168,234,000 gross ($158,196,000 net). Some 21 per cent of these amounts is based on standard costs contained in the standard ratio/cost manual, while the remaining 79 per cent covers mission-specific requirements and other items that may vary from the standards. These mission-specific requirements and variations cover 73 items, of which no standard cost exists for 53 items. Mission-specific requirements, including those costs that deviate from standard cost parameters are described in annex II.A.

30. The proposed cost estimates are presented in annex I and represent a 5.7 per cent decrease ($10,246,500), in gross terms, in relation to the apportionment for the period from 1 July 1998 to 30 June 1999, exclusive of provision for the support account for peacekeeping operations. This is mainly due to fewer requirements for the purchase of vehicles and communications equipment.

31. Column 1 of the cost breakdown in annex I shows expenditures for the period from 1 July 1997 to 30 June 1998. Column 2 shows the apportionment for the period from 1 July 1998 to 30 June 1999 as authorized by the General Assembly in resolution 52/243. The cost estimates for the period from 1 July 1999 to 30 June 2000 are shown in column 3. The estimate in column 3 excludes provision for the support account for peacekeeping operations and the United Nations Logistics Base at Brindisi, as these requirements are budgeted for separately. To ensure comparability with column 3, columns 1 and 2 exclude expenditures/apportionment/absorption relating to the support account for peacekeeping operations and the United Nations Logistics Base at Brindisi. Non-recurrent cost estimates are shown in column 4. The distribution of resources by major cost component is provided in annex I.B, while supplementary explanation of the cost estimates is provided in annex II.C.

32. Supplementary information concerning the cost estimates for the period from 1 July 1999 to 30 June 2000 is provided in support of proposals for non-recurrent as well as for recurrent resources where requirements vary from the prior authorized level of resources by 10 per cent or $100,000 of the previous budgetary provision for that expenditure line. Further analysis in respect of the cost estimates is included in annexes II.A to D. Annex II.A provides mission-specific recurrent costs. Distribution of resources by budgetary cost parameter: standard/mission-specific costs is presented in annex II.B, while descriptions of non-recurrent costs are contained in annex II.C. Job descriptions are presented in annex II.D.

33. A review of all peacekeeping computer assets and operations in each of the field missions was undertaken and completed during 1998 to ensure that all computer operations would be year 2000 compliant and run without problem after 31 December 1999. Based on the outcome of this review and the priority attached to addressing this matter, immediate action has commenced to replace most of the non-compliant items identified now with the objective of ensuring that year 2000 compliant hardware and software will be fully installed and operational before 31 December 1999. A substantial portion of the cost of replacing non-compliant hardware and software, upgrading and introducing new systems and training personnel is being met from within amounts already budgeted for these purposes and through redeployment of other resources in the approved budgets for each of the peacekeeping missions for the period from 1 July 1998 to 30 June 1999. For UNMIBH, some of the cost of replacing computer hardware and software could be met from within the current approved budget for the period from 1 July 1998 to 30 June 1999. The balance of the requirements

are now being requested in the context of the proposed budget for the period from 1 July 1999 to 30 June 2000 under non-recurrent costs.

34. In its report of 23 September 1998 (A/53/428), the Office of Internal Oversight Services made no recommendation regarding UNMIBH which required further action by the Secretary-General.

X. Action to be taken by the General Assembly at its fifty-third session

35. The action to be taken by the General Assembly at its fifty-third session in connection with the financing of UNMIBH, including UNMOP and the United Nations liaison offices at Belgrade and Zagreb, is the following:

(a) Appropriation of the amount of $168,234,000 gross ($158,196,000 net) for the 12-month period from 1 July 1999 to 30 June 2000;

(b) Assessment of the amount in paragraph 35 (a) at a monthly rate of $14,019,500 gross ($13,183,000 net), should the Security Council decide to continue the mandate of the Mission beyond 21 June 1999.

Annex I

Cost estimates for the period from 1 July 1999 to 30 June 2000

A. Summary statement

(Thousands of United States dollars)

	(1) 1 July 1997–30 June 1998	(2) 1 July 1998–30 June 1999	(3) 1 July 1999–30 June 2000	(4)
Category of expenditure	*Expenditures*[a]	*Apportionment*[b,c]	*Total estimates*	*Non-recurrent estimates*
I. Military personnel costs				
1. Military observers	1 130.6	1 247.0	1 224.0	—
2. Military contingents	—	—	—	—
3. Other costs pertaining to military personnel				
(a) Contingent-owned equipment	—	—	—	—
(b) Self-sustainment	—	—	—	—
(c) Death and disability compensation	776.0	824.0	—	—
Subtotal, line 3	**776.0**	**824.0**	**—**	**—**
Total, category I	**1 906.6**	**2 071.0**	**1 224.0**	**—**
II. Civilian personnel costs				
1. Civilian police	70 914.3	75 053.0	71 953.3	—
2. International and local staff	43 634.1	58 115.2	58 975.9	—
3. International contractual personnel	—	—	—	—
4. United Nations Volunteers	—	—	—	—
5. Government-provided personnel	—	—	—	—
6. Civilian electoral observers	—	—	—	—
Total, category II	**114 548.4**	**133 168.2**	**130 929.2**	**—**
III. Operational costs				
1. Premises/accommodation	4 274.4	4 170.4	4 120.2	114.0
2. Infrastructure repairs	38.1	—	98.0	98.0
3. Transport operations	10 038.3	10 669.9	7 739.5	4 258.5
4. Air operations	1 372.6	1 922.7	1 919.9	—
5. Naval operations	—	—	—	—
6. Communications	4 254.5	9 558.6	5 088.9	2 099.3
7. Other equipment	1 037.5	3 576.3	3 624.4	3 330.4
8. Supplies and services	3 424.2	2 879.9	3 072.9	—
9. Air and surface freight				
(a) Transport of contingent-owned equipment	—	—	—	—
(b) Commercial freight and cartage	149.9	150.0	150.0	—
Subtotal, line 9	**149.9**	**150.0**	**150.0**	**—**
Total, category III	**24 589.5**	**32 927.8**	**25 813.8**	**9 900.2**

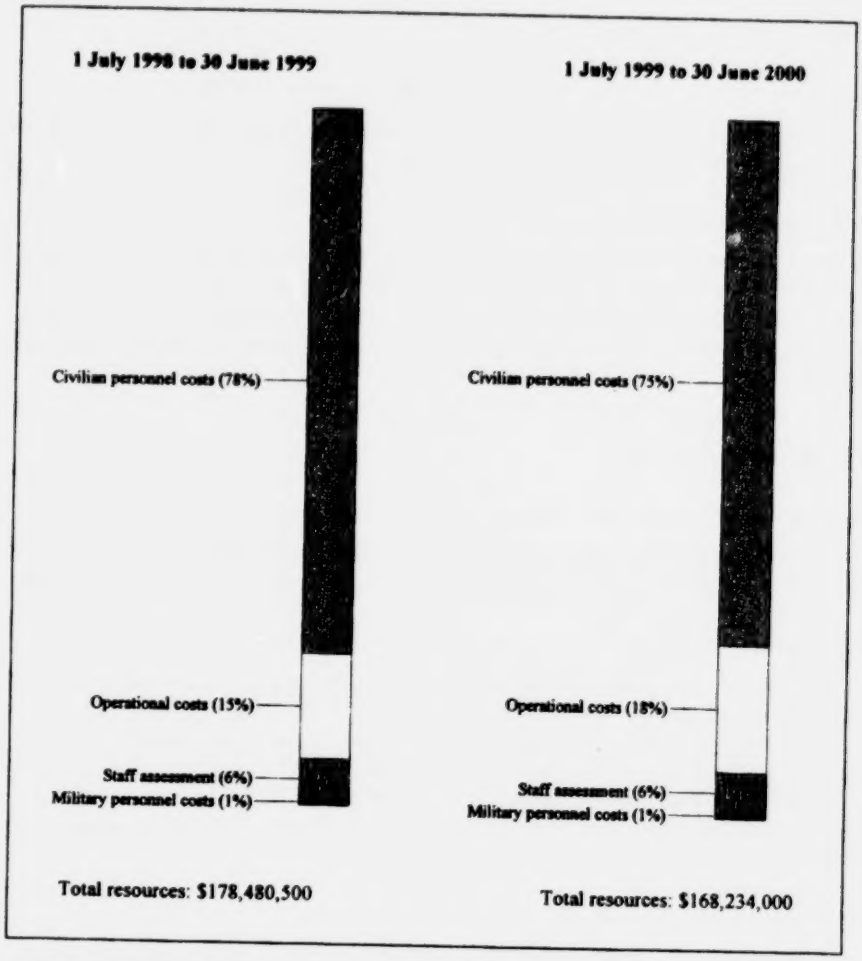
Category of expenditure	(1) 1 July 1997–30 June 1998 Expenditures[a]	(2) 1 July 1998–30 June 1999 Apportionment[b, c]	(3) 1 July 1999–30 June 2000 Total estimates	(4) 1 July 1999–30 June 2000 Non-recurrent estimates
IV. Other programmes				
1. Election-related supplies and services	—	—	—	—
2. Public information programmes	106.6	193.1	99.5	—
3. Training programmes	128.1	230.0	129.5	—
4. Mine-clearing programmes	—	—	—	—
5. Assistance for disarmament and demobilization	—	—	—	—
Total, category IV	**234.7**	**423.1**	**229.0**	**—**
V. United Nations Logistics Base at Brindisi	—	—	—	—
VI. Support account for peacekeeping operations	—	—	—	—
VII. Staff assessment	**6 382.9**	**9 890.4**	**10 038.0**	**—**
Total, categories I–VII	**147 662.1**	**178 480.5**	**168 234.0**	**9 900.2**
VIII. Income from staff assessment	**(6 382.9)**	**(9 890.4)**	**(10 038.0)**	**—**
IX. Voluntary contributions in kind (budgeted)	—	—	—	—
Total, categories VIII–IX	**(6 382.9)**	**(9 890.4)**	**(10 038.0)**	**—**
Gross requirements	147 662.1	178 480.5	168 234.0	9 900.2
Net requirements	141 279.2	168 590.1	158 196.0	9 900.2
X. Voluntary contributions in kind (non-budgeted)	—	—	—	—
Total resources	**141 279.2**	**168 590.1**	**158 196.0**	**9 900.2**

[a] As contained in annex I of the performance report (A/53/764). Excludes $6,880.900 for the support account for peacekeeping operations and $2,585,000 for the United Nations Logistics Base at Brindisi.

[b] See General Assembly resolution 52/243 of 26 June 1998.

[c] Exclusive of $9,483,720 appropriated for the support account for peacekeeping operations and $1,519,500 which has been absorbed within the overall approved resources as the Mission's prorated share in the financing of the United Nations Logistics Base at Brindisi.

B. Distribution of resources by major cost component[a]


1 July 1998 to 30 June 1999
Civilian personnel costs (78%)
Operational costs (15%)
Staff assessment (6%)
Military personnel costs (1%)
Total resources: $178,480,500
1 July 1999 to 30 June 2000
Civilian personnel costs (75%)
Operational costs (18%)
Staff assessment (6%)
Military personnel costs (1%)
Total resources: $168,234,000

[a] Other programmes represent less than 1 per cent of total resources.

C. Supplementary explanation

Military personnel costs

Apportionment: $2,071,000; estimate: $1,224,000; variance: ($847,000)

1. The decrease of $847,000 under this heading relates to military observers ($23,000) and death and disability compensation ($824,000).

Death and disability compensation

2. Since the inception of the Mission in January 1996, some $2.4 million have been obligated in UNMIBH accounts for death and disability compensation. To date, six claims amounting to approximately $700,000 have been certified for payment, leaving a balance of $1.7 million for this purpose. In view of the above, no provision is made for death and disability compensation within the present budget.

Civilian personnel costs

Apportionment: $133,168,200; estimate: $130,929,200; variance: ($2,239,000)

3. The decrease of $2,239,000 under this heading relates to a decrease for civilian police costs ($3,099,700) offset by an increase in international and local staff costs ($860,700).

Civilian police

4. As minimum qualifications, International Police Task Force (IPTF) monitors must be able to communicate in the English language, be competent drivers and have eight years police experience. The level of repatriation for failing these basic requirements, along with medical and other repatriations, meant that IPTF has never reached its full authorized strength. Moreover, there have been delays in the replacement of IPTF monitors on rotation. In view of the above, a 5 per cent vacancy rate has been applied on all civilian police costs in respect of the authorized 2,057 police.

International and local staff

5. Although in past budgets provision for international staff salaries took into account the non-entitlement to post adjustment for Professional staff mission appointees, savings were realized under this heading owing to the fact that many Field Service staff were mission appointees. In addition, expenditures for common staff costs were also considerably less than the standard costs because of the large number of mission appointees. This was indicated in paragraph 4 of annex II of the report of the Secretary-General of 21 December 1998 containing the UNMIBH performance report for the period from 1 July 1997 to 30 June 1998 (A/53/764).

6. It is for the above-mentioned reasons that (a) salaries of internationally recruited staff have been adjusted to take into account non-entitlement to post adjustment for 60 per cent of Professional and Field Service staff who are classified as mission appointees, and (b) common staff costs for international staff have been calculated at some 40 per cent of adjusted net salaries.

7. Moreover, based on mission experience, all international staff costs take into account the application of a 15 per cent vacancy rate (compared to 5 per cent applied in the context

of the budget for the current 1998/99 fiscal period) in respect of the proposed establishment of 414 international posts.

8. Local staff salaries reflect the scales currently applicable in the mission area. Local salary rates for Zagreb apply to the 21 local level posts assigned to the Zagreb administrative office of UNMIBH, 6 Local level posts for the Zagreb liaison office and 10 Local level posts for the Belgrade liaison office. Local salary rates for Sarajevo apply to the remaining 1,400 local posts. Based on mission experience, local staff costs take into account the application of a 5 per cent vacancy rate (the same rate applied in the context of the current 1998–1999 budget) in respect of the proposed 1,437 Local level posts.

9. The cost estimates for local staff are based on an increase of 130 posts, of which 124 are for language assistants. The requirement for 124 additional language assistants to support the activities of IPTF is based on the deployment of a total of 911 language assistants for the authorized 2,057 police, taking into account that a total of 787 language assistants are currently approved for the 1998–1999 budget. A breakdown of the requirements for language assistants by key activity is shown in the table below.

	Number of IPTF monitors	*Number of language assistants*	*Ratio*
Human rights monitoring	120	100	1.2
Regional local police training	88	88	1.0
Co-location with local police officials	235	235	1.0
Specialized training	43	30	1.4
General monitoring	1 211	404	3.0
Headquarters support	360	54	6.7
Total	**2 057**	**911**	

10. With regard to other travel costs, the budget includes provision for payment of meals and accommodation allowance to locally recruited language assistants who are required to be away from their normal duty location for more than 10 hours ($57,600), travel of the liaison office staff ($15,000) and travel of senior staff to meetings of the Peace Implementation Conference, the North Atlantic Treaty Organization and donor conferences ($35,000). It excludes provision for procurement travel. Variances from the previous submission are based on mission experience.

Operational costs

Apportionment: $32,927,800; estimate: $25,813,800; variance: ($7,114,000)

11. The estimate of $25,813,800 includes non-recurrent cost requirements which amount to $9,900,200.

12. The decrease of $7,114,000 under this heading is attributable to a decrease of $7,453,100 in premises and accommodation ($50,200), transport operations ($2,930,400), air operations ($2,800), and communications ($4,469,700) offset by an increase of $339,100 in infrastructure repairs ($98,000), other equipment ($48,100) and supplies and services ($193,000).

Premises/accommodation

13. Non-recurrent provision is made for minor renovation and alteration projects to premises, as well as refurbishment of prefabricated buildings.

Infrastructure repairs

14. Non-recurrent provision is made for the upgrading of airstrips and minor road repairs.

Transport operations

15. The budget includes non-recurrent provision for the replacement of 222 vehicles (compared to 398 vehicles replaced in the context of the current 1998/99 budget) that are more than five years old or have been driven beyond 120,000 kilometres. Moreover, the standard unit cost for light 4x4 vehicles and light buses has been reduced to $15,000 and $13,000, respectively (compared to $18,000 used for both types of vehicles in the context of the 1998/99 budget). It also includes non-recurrent provision for the purchase of five light recovery trucks for deployment at Brcko, Bihac, Mostar and Sarajevo (2). These are intended to replace the existing ex-United Nations Peace Forces (UNPF) heavy recovery trucks, which have proven difficult to manoeuvre in narrow streets and to cause damage to light vehicles being towed. The detailed breakdown of non-recurrent vehicle requirements is shown in annex II.C.

16. The cost estimates for spare parts, repairs and maintenance of vehicles have been calculated at $50 per vehicle per month for new vehicles up to one year old and at $150 per vehicle per month for vehicles older than one year. The reduction from rates of $100/$500 per vehicle per month for new vehicles up to one year old and for vehicles older than one year, respectively, as utilized in the previous budget submission, is based on mission experience.

Communications

17. A secure and reliable means of communications is required to ensure the safety and security of personnel at IPTF stations. At present, 36 out of 68 IPTF locations are linked to the United Nations satellite communications network. The commercial network within the mission area does not provide a reliable service, with communications across the inter-ethnic boundary lines being either limited or non-existent. For these reasons, the Mission plans to continue its current programme of satellite upgrading and installation. Moreover, some components of the network have reached the end of their economically useful life and, therefore, require replacement. In the light of the above-mentioned factors, non-recurrent provision is made for the purchase of very-high-frequency (VHF) satellite, telephone, miscellaneous and workshop communications equipment, as detailed in line 6 of annex II.C.

18. With regard to VHF equipment, provision is included for the replacement of items of equipment which were transferred from UNPF and have reached the end of their economically useful life. This includes the phasing out of mobile sets which are mounted on the dashboard of the vehicles and replacement with a model that can be mounted in the vehicles' trunk, thereby preventing theft. Moreover, additional base/repeater systems, as well as pagers, are intended to facilitate communications between remote locations.

19. Provision for satellite equipment relates in part to the replacement of items that have reached the end of their economically useful life. In addition, for reasons of security and to minimize interruptions in communications, a satellite sub-hub station is to be installed as an alternate gateway and back-up to the main communications hub.

20. Provision for telephone equipment is made for the replacement of telephone links that are beyond economical repair, additional mobile telephones to strengthen the accessibility of IPTF at all times, and billing and telephone systems for purposes of ensuring year 2000 compliance.

21. Items listed under miscellaneous communications equipment relate to the expansion of the present video conferencing system to the regional headquarters at Bihac, Mostar, Doboj and Brcko; fostering protection of repeater sites; improving communications between sites; and the replacement of unserviceable equipment.

Other equipment

22. Non-recurrent provision is included for the replacement of ex-UNPF office equipment which has reached the end of its economically useful life and for additional extra-high-volume copiers to provide training materials for IPTF training units.

23. Non-recurrent provision is also included for the replacement of desktop computers and notebooks which were purchased in 1994/95 and are not year 2000 compliant and for replacement of unserviceable equipment and additional uninterrupted power supply units to protect equipment from power cuts and prevent the loss of data.

24. Furthermore, in view of the fact that some remote locations do not yet have internal local area networks (LAN), additional network switches, hubs and routers are to connect them to the network.

25. Requirements for projectors, image scanners and digital cameras are to support storage and maintenance of records, as well as reference databases, in connection with the setting up of specialized training units. Additional CD-ROM equipment is required for archiving purposes at Sarajevo, Banja Luka and Tuzla. Also required are bar-code scanners for property control tasks in connection with the Field Assets Control System; back-up storage tape devices, file servers and room equipment to strengthen the Mission's back-up capability; and identification hardware/software to ensure year 2000 compliance.

26. Provision is also included for medical equipment for medical clinics in Sarajevo, Banja Luka, Brcko and Tuzla and for miscellaneous equipment to improve safety of personnel and equipment at police stations.

27. The detailed breakdown of non-recurrent requirements for other equipment is shown in annex II.C.

Other programmes

Apportionment: $423,100; estimate: $229,000; variance: ($194,100)

28. The decrease of $194,100 under this heading relates to public information programmes ($93,600) and training programmes ($100,500).

Public information programmes

29. The decrease in the related estimate is mainly attributable to the fact that no provision has been included for non-recurrent items of equipment.

Training programmes

30. The reduction in the estimate under this heading is based on mission experience.

Staff assessment

Apportionment: $9,890,400; estimate: $10,038,000; variance: $147,600

31. The amount budgeted under this heading represents the difference between gross and net emoluments, that is, the amount of staff assessment to which the United Nations staff members are subject, in accordance with the staff regulations of the United Nations. Staff assessment costs take into account a 15 per cent vacancy rate in respect of the proposed 414 international posts and a 5 per cent vacancy rate in respect of the proposed 1,437 Local level posts.

Income from staff assessment

Apportionment: ($9,980,400); estimate: ($10,038,000); variance: ($147,600)

32. The staff assessment requirements provided for under category VII have been credited to this item as income from staff assessment and will be credited to the Tax Equalization Fund established by the General Assembly in its resolution 973 A (X) of 15 December 1955. Member States are given credit in the Fund in proportion to their rates of contribution to the UNMIBH budget.

Annex II

Cost estimates for the period from 1 July 1999 to 30 June 2000: analysis

A. Standard and mission-specific costs

(United States dollars)

Description	*Previous submission*	*Average strength*	*Proposed estimates*				*Explanation*
			Standard cost	*Unit or daily cost*	*Monthly cost*	*Annual cost*	
1. Mission subsistence allowance							New rates for mission subsistence allowance became effective in May 1998.
(a) First 30 days	120		[a]	95			
(b) After 30 days	90		[a]	90			
(c) Within-mission travel							
Military observers	1 200		[a]		1 100		Accommodation allowance up to $60 per person per day. Based on 22 nights per month at $50 per night. Reduction reflects mission experience.
Civilian police	24 000		[a]		22 400		Based on 448 nights per month at $50 per night. Reduction reflects mission experience.
2. Travel costs							
Military observers	1 700		[a]	1 700			
Civilian police	1 700		[a]	1 700			
3. Military personnel							
Military observers	28	28					Full deployment.
Military liaison officers	5	5					*Idem*.
4. Death and disability compensation	40 000		40 000	—			No provision is made within the current budget owing to reserve in unliquidated obligations.
5. Civilian personnel							
Civilian police	2 027	1 954					Inclusive of 5 per cent vacancy factor in respect of the authorized strength of 2,057 police.
International staff	395	352					Inclusive of 15 per cent vacancy factor in respect of the proposed 414 international posts.
Local staff	1 306	1 365					Inclusive of 5 per cent vacancy factor in respect of the proposed 1,437 local posts.
National Professional staff	—	8					Pursuant to Security Council resolution 1184 (1998).

Description	Previous submission	Average strength	Proposed estimates: Standard cost	Unit or daily cost	Monthly cost	Annual cost	Explanation
6. Local staff							
Sarajevo rates							
Net salary	1 000		a		1 000		Local salary scales effective 1 February 1996.
Common staff costs	214		a		214		
Staff assessment	255		a		255		
Zagreb rates							
Net salary	1 064		a		1 064		Local salary scales effective 1 July 1996.
Common staff costs	266		a		266		
Staff assessment	275		a		275		
7. National Professional staff							
Net salary	—		a		1 830		National Professional salary scales effective 1 February 1996.
Common staff costs	—		a		392		
Staff assessment	—		a		530		
8. Overtime	149 200		a			164 100	Based on 1 per cent of local staff salaries.
9. Other travel costs							
To/from Headquarters in New York	60 000		a			60 000	
Procurement travel	20 000		a			—	
Air safety programme	3 400		a			3 400	
Internal audit	10 400		a			15 600	
Travel of local staff	—		a			57 600	The increase is based on mission experience.
Liaison offices travel	—		a			15 000	*Idem.*
Travel of senior staff to regional meetings and conferences	—		a			35 000	*Idem.*
10. Rental of premises							
UNMIBH							
Sarajevo headquarters	30 000		a		25 000		Rental costs are based on current leases.
Regional stations (6)	103 800		a		99 000		*Idem.*
Car park	200		a		200		*Idem.*
Transmission stations (2)	800		a		800		*Idem.*
UNMOP headquarters	4 000		a		4 500		*Idem.*
Zagreb liaison office	7 700		a		5 450		*Idem.*

Description	Previous submission	Average strength	Proposed estimates: Standard cost	Proposed estimates: Unit or daily cost	Proposed estimates: Monthly cost	Proposed estimates: Annual cost	Explanation
Belgrade liaison office	550		[a]		550		*Idem.*
Civilian police stations and district offices (59)	56 700		[a]		67 850		Five additional leases required for the setting up of new police stations.
International press centre	20 000		[a]		—		Provided rent-free.
11. Maintenance supplies	265 800		10% of rent			244 000	Based on the standard rate of 10 per cent of annual rent.
12. Maintenance services	132 900		10% of rent		122 000		Based on 5 per cent of annual rent since some maintenance to premises is provided by the landlords or in-house.
13. Utilities							Utilities' costs are based on mission experience.
Electricity	45 467		[a]		68 000		
Water	7 700		[a]		2 500		Most leases include provision for water, gas and heating fuel.
Gas and heating fuel	16 300		[a]		12 000		
Generator fuel	20 000		[a]		17 500		
14. Vehicles							
Civilian pattern	1 253	1 285					Additional vehicles have been deployed pursuant to Security Council resolution 1168 (1998).
Rented	1	1					One medium bus is required for the rotation of IPTF.
Trailers	42	42					
15. Spare parts, repair and maintenance of vehicles							
Civilian pattern	100/500		110/550		50/150		For new vehicles up to one year and for vehicles older than one year, respectively. Reduction reflects mission experience.
Trailers	80		80		40		Reduction reflects mission experience.
16. Petrol							
Civilian pattern	80		[a]		80		Based on 3,000 kilometres per vehicle per month at 12 kilometres per litre at a cost of 32 cents per litre.
17. Vehicle lubricants	96 200		10% of fuel			98 500	Based on the standard rate of 10 per cent of fuel. Takes into account a 20 per cent reduction factor in respect of vehicles which are off-road for repairs.

Description	Previous submission	Average strength	Standard cost	Proposed estimates: Unit or daily cost	Proposed estimates: Monthly cost	Proposed estimates: Annual cost	Explanation
18. Vehicle insurance							
Civilian pattern	624		550			624	
Engineering pattern	25		[a]			25	
19. Helicopters (number)							
AB-205	1	1					
20. Monthly flying hours							
AB-205	40	40					
21. Helicopter rental — block hours							
AB-205	64 000		60 000		64 000		
22. Helicopter fuel							
AB-205	3 944		[a]		3 944		340 litres per hour for 40 hours at $0.29 per litre.
23. Helicopter lubricants	4 700		10% of fuel			4 700	Based on the standard rate of 10 per cent of fuel.
24. Helicopter insurance							
AB-205	458		[a]		458		
25. Fixed-wing aircraft (number)							
AN-26	1	1					
26. Monthly flying hours	65	55					Based on current contract.
27. Fixed-wing rental — block hours	30 550		41 250		34 595		Based on $629 per hour for 55 hours.
28. Fixed-wing fuel	22 827		[a]		19 315		1,211 litres per hour for 55 hours per month at $0.29 per litre.
29. Fixed-wing lubricants	27 400		10% of fuel			23 200	Based on the standard rate of 10 per cent of fuel.
30. Fixed-wing insurance	420		[a]		—		Included in rental costs. Reflects current contract.
31. Other air operations costs							
Helicopters							
Crew allowance	2 400		[a]		2 400		$100 per night per person for a crew of four for six overnights per month.
Landing fees and ground handling	3 750		1 500		3 750		$250 per landing for 15 landings per month compared to the standard cost of $1,500 per landing.
Traffic control services	2 000		[a]		2 000		

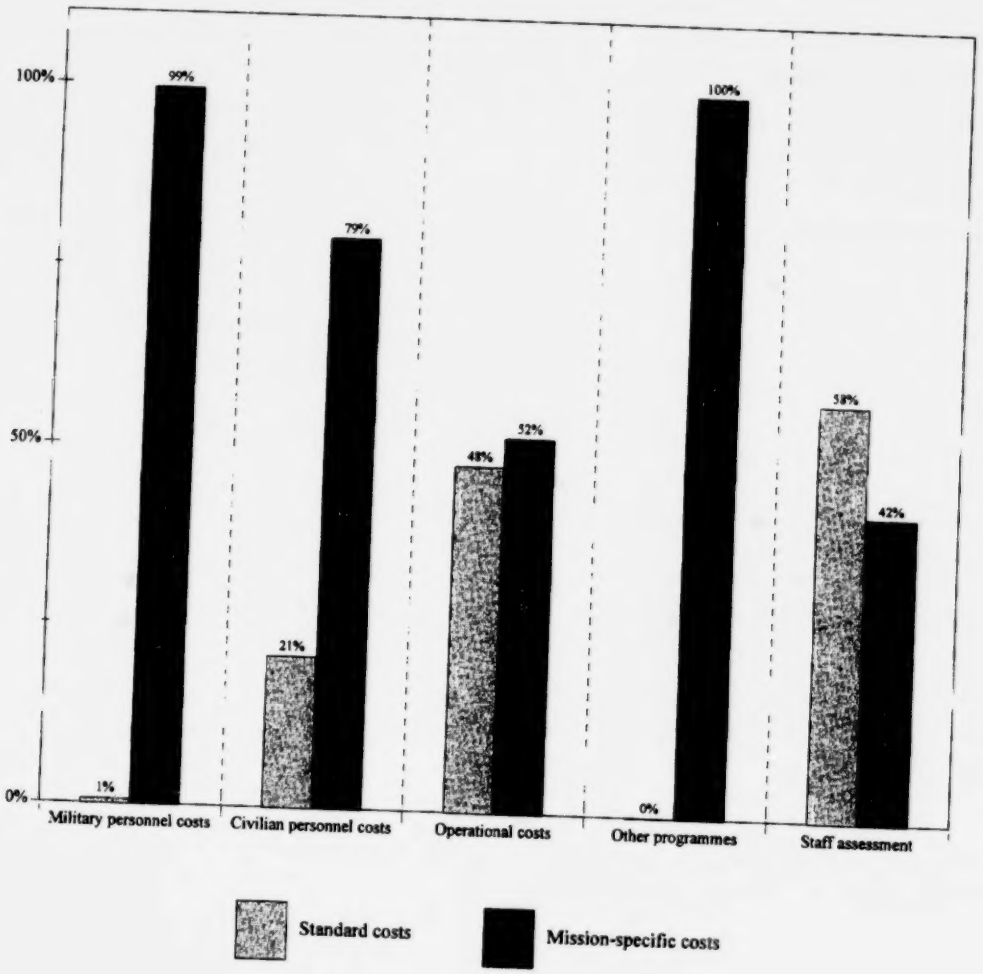
Description	Previous submission	Average strength	Proposed estimates: Standard cost	Unit or daily cost	Monthly cost	Annual cost	Explanation
Fixed-wing							
Crew allowance	4 200		[a]		4 200		$100 per person per night for a crew of seven for six overnights per month.
Ground handling	20 000		1 500		20 000		$800 per landing for 25 landings per month compared to the standard cost of $1,500 per landing.
Traffic control services	3 000		[a]		3 000		
32. Communications spare parts and supplies	66 666		[a]		86 833		Increase reflects expansion of the network.
33. Satellite communications							
UNMIBH							
Transponder rental	119 400		[a]		70 833		
INMARSAT C terminals (102)	300		[a]		300		
INMARSAT M terminals (9)	2 000		[a]		2 000		
34. Commercial communications							
UNMIBH							
Local telephone charges	36 660		[a]		36 667		
Telex, postage and pouch	2 000		[a]		2 000		
Mobile telephones (14)	4 200		[a]		4 200		
UNMOP	4 000		[a]		—		Included above.
Zagreb liaison office	10 000		[a]		—		*Idem.*
Belgrade liaison office	7 000		[a]		—		*Idem.*
35. Other equipment spare parts, repairs and maintenance	35 750		[a]		24 500		Reduction is based on mission experience.
36. Audit services	66 700		[a]		80 100		Board of Auditors.
37. Contractual services							
Special service agreement	27 000		[a]		33 417		Variances from previous submission reflect mission experience.
Contractors	31 416		[a]		24 000		
Technical repair	2 000		[a]		2 000		
38. Security services							
Special service agreement	40 500		[a]		73 517		Additional 28 staff hired through special service agreement for a total of 88 staff.
Contractors	10 417		[a]		12 000		Security service contract at Tuzla regional headquarters.

Description	Previous submission	Average strength	Proposed estimates: Standard cost	Unit or daily cost	Monthly cost	Annual cost	Explanation
39. Medical treatment and services	1		1		1		Based on the standard cost of $1 per person per month for 44,544 person-months.
40. Claims and adjustments	2.7		1		1		Based on the standard cost of $1 per person per month for 44,544 person-months.
41. Official hospitality	7 500		[a]			12 000	Increase is based on mission experience.
42. Miscellaneous other services							
Legal fees	1 667		[a]		—		Reduction is based on mission experience.
Bank charges	3 750		[a]		20 000		For security reasons, there is need for greater use of Sarajevo's banking institutions, which charge withdrawal fees.
Bank transfers	2 916		[a]		2 916		
43. Stationery and office supplies	15		15		12		Based on $12 per person per month for 44,544 person-months.
44. Medical supplies	1		28		1		Based on $1 per person per month for 44,544 person-months. Most medical treatment and supplies are provided by the Stabilization Force (SFOR).
45. Sanitation and cleaning materials	3		5		2		Based on $2 per person per month for 44,544 person-months. Reduction reflects mission experience.
46. Subscriptions	833		200		833		Reflects requirements for UNMIBH, UNMOP and the liaison offices at Belgrade and Zagreb.
47. Electrical supplies	10 000		[a]		10 000		
48. Field defence stores	4 166		[a]		2 500		Reduction reflects mission experience.
49. Uniforms, flags and decals	35		35		—		Requirements will be met through United Nations existing stock.
50. Operational maps	2.5		24			2.5	Based on $2.5 per person for military observers, military liaison officers and civilian police. Reflects mission experience.
51. Quartermaster and general stores	1		17		1		Based on $1 per person per month for 44,544 person-months. Reflects mission experience.

Description	Previous submission	Average strength	Proposed estimates: Standard cost	Proposed estimates: Unit or daily cost	Proposed estimates: Monthly cost	Proposed estimates: Annual cost	Explanation
52. Public information programmes							
Equipment	76 100		a			—	
Materials and supplies	20 000		a			20 000	
Contractual services	85 000		a			67 500	
Public information production costs	12 000		a			12 000	
53. Training							
Electronic data-processing	10 000		a			25 000	
Communications	30 000		a			12 000	
Transport	20 000		a			—	
IPTF selection	145 500		a			58 600	
Air safety	4 470		a			—	
Training materials	20 000		a			20 000	
Movement and control training	—		a			13 900	

[a] No standard cost exists for this item.

B. Distribution of resources by budgetary cost parameters: standard and mission specific costs



C. Requirements for non-recurrent costs

(Thousands of United States dollars)

	Current inventory (1)	*Replacement (2)*	*Additional (3)*	*Total number of units (4)=(2+3)*	*Unit cost (5)*	*Total cost (6)=(4x5)*
I. Military personnel costs						—
II. Civilian personnel costs						—
III. Operational costs						
1. Premises/accommodation						
(a) Rental of premises						—
(b) Alteration and renovation of premises						
Regional headquarters (7), minor repairs						25.2
Headquarters — Sarajevo						4.8
Stations and team sites (60)						54.0
Subtotal, line 1 (b)						**84.0**
(c) Maintenance supplies						—
(d) Maintenance services						—
(e) Utilities						—
(f) Construction/prefabricated buildings						
Refurbishment of containers (239)						28.0
Repair of tent and rubbhalls (12)						2.0
Subtotal, line 1 (f)						**30.0**
Total, line 1						**114.0**
2. Infrastructure repairs						
(a) Upgrading of airstrips						
Construction of helicopter pads						50.0
(b) Upgrading of roads						
Maintenance of roads						48.0
(c) Repair of bridges						—
Total, line 2						**98.0**
3. Transport operations						
(a) Purchase of vehicles						
Sedan, light	**64**	**15**		15	15.0	225.0
Jeep, light 4x4	**934**	**137**		137	12.0	1 644.0
Bus, light	**100**	**60**		60	13.0	780.0

	Current inventory (1)	Replacement (2)	Additional (3)	Total number of units (4)=(2+3)	Unit cost (5)	Total cost (6)=(4x5)
Bus, medium	26	10		10	35.0	350.0
Truck, recovery	6		5	5	75.0	375.0
Subtotal	**1 130**			**227**		**3 374.0**
Freight at 15 per cent						506.1
Subtotal, line 3 (a)						**3 880.1**
(b) Rental of vehicles						—
(c) Workshop equipment						
Car log security devices	[a]		400	400	0.4	160.0
Vehicle lifts (4 ton)	7		11	11	10.0	110.0
Vehicle lifts (2.5 ton)	8		7	7	7.0	49.0
Brake drum/disc lathe	[a]		1	1	10.0	10.0
Subtotal						**329.0**
Freight at 15 per cent						49.4
Subtotal, line 3 (c)						**378.4**
(d) Petrol, oil and lubricants						—
(e) Vehicle insurance						—
Total, line 3						**4 258.5**
4. Air operations						—
5. Naval operations						—
6. Communications						
(a) Complementary communications						
Communications equipment						
VHF equipment						
Base station	122	20		20	1.2	24.0
Base/repeater system	220		10	10	0.6	6.0
Handie-talkie (VHF)	2 562	90		90	0.5	45.0
Mobile set	1 633	300		300	0.5	150.0
Pagers	292		50	50	0.3	12.5
Repeaters (VHF)	63	5		5	2.0	10.0
Subtotal						**247.5**
Freight at 15 per cent						37.1
Subtotal, VHF equipment						**284.6**

	Current inventory (1)	Replacement (2)	Additional (3)	Total number of units (4)=(2+3)	Unit cost (5)	Total cost (6)=(4x5)
Satellite equipment						
INMARSAT C terminal	101	10		10	8.5	85.0
INMARSAT M terminal	14	4		4	10.0	40.0
Satellite sub-hub station	—		1	1	250.0	250.0
Multiplexers	201	4		4	10.0	40.0
Satellite transceivers	91	30		30	14.0	420.0
Terrestrial microwave (mini and air links)	14	1		1	50.0	50.0
Subtotal						**885.0**
Freight and cartage at 15 per cent						132.8
Subtotal, satellite equipment						**1 017.8**
Telephone equipment						
Radio telephone, mobile, global system for mobile communications	12		20	20	0.5	10.0
Rural telephone links, 2 lines	59	4		4	8.6	34.4
Billing system	[a]		1	1	5.0	5.0
Telephone system	[a]		4	4	10.0	40.0
Subtotal						**89.4**
Freight at 15 per cent						13.4
Subtotal, telephone equipment						**102.8**
Miscellaneous equipment						
Video conferencing system	3		4	4	45.0	180.0
Multi-site conferencing system	—		1	1	50.0	50.0
Battery charger	160	50		50	0.1	5.0
Equipment shelter	[a]		2	2	8.0	16.0
Plain paper fax	208	40		40	2.0	80.0
Radio tower transportable	6		6	6	8.0	48.0
Uninterrupted power supply 7.1 KVA	3		6	6	6.0	36.0
Uninterrupted power supply 3.1 KVA	93	10		10	2.5	25.0
Subtotal						**440.0**
Freight at 15 per cent						66.0
Subtotal, miscellaneous equipment						**506.0**
Subtotal, communications equipment						**1 911.2**

	Current inventory (1)	*Replacement (2)*	*Additional (3)*	*Total number of units (4)=(2+3)*	*Unit cost (5)*	*Total cost (6)=(4x5)*
Spare parts and supplies						—
Workshop and test equipment						
Power meter	15		4	4	1.5	6.0
Communications analyser	14	3		3	14.0	42.0
Audio transmission test set	11		4	4	5.0	20.0
Protocol analyser	9		1	1	12.1	12.1
Spectrum analyser	11		2	2	26.5	53.0
Workbench	20	4		4	2.0	8.0
Bench power supply	8	2	5	7	1.5	10.5
Technician toolbox	50	15		15	0.8	12.0
Subtotal						**163.6**
Freight at 15 per cent						24.5
Subtotal, Workshop and test equipment						**188.1**
Commercial communications						—
Subtotal, line 6 (a)						**2 099.3**
(b) Main trunking contract						—
Total, line 6						**2 099.3**
7. Other equipment						
(a) Office furniture						—
(b) Office equipment						
Copier, extra-high volume	6		2	2	45.0	90.0
Copier, large	12	6		6	8.5	51.0
Copier, intermediate	34	21		21	9.0	189.0
Copier, medium	53	13		13	10.0	130.0
Copier, small	133	67		67	3.0	201.0
Subtotal						**661.0**
Freight at 15 per cent						99.2
Subtotal, line 7 (b)						**760.2**
(c) Data-processing equipment						
Desktop computers with monitors	1 628	768		768	1.5	1 152.0
Notebook computers	440	155		155	2.2	341.0
Printer, laser, black and white	270	30	30	60	0.8	48.0
Printer, laster, black and white, high speed	10	5		5	3.0	15.0
Printer, laser, colour	1		5	5	5.0	25.0

	Current inventory (1)	*Replacement (2)*	*Additional (3)*	*Total number of units (4)=(2+3)*	*Unit cost (5)*	*Total cost (6)=(4x5)*
Printer, inkjet, black and white	1 100	200		200	0.3	60.0
Printer, bar code	[a]		4	4	1.0	4.0
Uninterrupted power supply, 600 KVA	800		660	660	0.3	198.0
Network upgrade	[a]		1	1	20.0	20.0
Network, switch	12	2	5	7	12.0	84.0
Network, hub	94	25	10	35	0.6	21.0
Network, router	14	2	3	5	2.0	10.0
Projector (computer)	5	3	7	10	4.0	40.0
Scanner image	20	20	10	30	0.8	24.0
Photo camera, digital	[a]		10	10	1.0	10.0
CD-ROM, tower	[a]		3	3	3.0	9.0
CD-ROM recordable	3		6	6	0.1	0.6
Scanner, bar code	6		12	12	1.0	12.0
Storage, back-up tape, linear	20		5	5	6.0	30.0
File server room equipment	[a]		6	6	4.2	25.2
Software packages	[a]					50.0
ID hardware/software	[a]					17.0
Subtotal						**2 195.8**
Freight at 15 per cent[b]						319.3
Subtotal, line 7 (c)						**2 515.1**
(d) Generators						—
(e) Observation equipment						—
(f) Petrol tank plus metering equipment						—
(g) Water and septic tanks						—
(h) Medical and dental equipment						
Suction machine	[a]		4	4	0.7	2.9
Electrocardiogram machine	[a]		4	4	2.2	8.8
Negatoscope	[a]		6	6	0.4	2.4
Emergency kit	[a]		4	4	2.2	8.8
Subtotal						**22.9**
Freight at 15 per cent						3.4
Subtotal, line 7 (h)						**26.3**

		Current inventory (1)	*Replacement (2)*	*Additional (3)*	*Total number of units (4)=(2+3)*	*Unit cost (5)*	*Total cost (6)=(4x5)*
	(i) Accommodation equipment						—
	(j) Refrigeration equipment						—
	(k) Miscellaneous equipment						25.0
	Freight at 15 per cent						3.8
	Subtotal, line 7 (k)						**28.8**
	(l) Field defence equipment						—
	(m) Spare parts, repairs and maintenance						—
	(n) Water purification equipment						—
	Total, line 7						**3 330.4**
8.	Supplies and services						—
9.	Air and surface freight						—
	Total, category III						**9 900.2**
IV.	**Other programmes**						—
V.	**United Nations Logistics Base at Brindisi**						—
VI.	**Support account for peacekeeping operations**						—
VII.	**Staff assessment**						—
	Total categories I—VII						**9 900.2**

[a] Information not available.

[b] Does not include freight costs in respect of software.

D. Job descriptions: new posts

1. Judicial System Assessment Project

1. *Chief, Judicial System Assessment Project (P-5).* Acts as the Head of the Judicial System Assessment Project. Responsible for directing and organizing the Judicial System Assessment Project; ensures the development of guidelines and materials adapted to the situation in Bosnia and Herzegovina for the judicial system assessment officers; oversees the orientation/training for staff in the Project; directs the activities of the judicial system assessment officers; works with the authorities in Bosnia and Herzegovina, the Office of the High Representative and other international agencies in the formulation of the programmes for judicial reform and training of legal professionals and organizing the contribution of the Judicial System Assessment Project to those programmes; and liaises with the Special Representative of the Secretary-General, the Chief of the Human Rights Office and other UNMIBH staff with regard to other aspects of the mandate of UNMIBH which have a bearing on the judicial system.

2. *Judicial System Officer — Research and Analysis (P-4).* Responsible for analysing information collected by the judicial system assessment officers as part of the development of the legal reform process; liaises with the Bosnian authorities and other international agencies under the coordination of the Office of the High Representative on the development of legal and judicial reform, and, in conjunction with other staff in the Judicial System Assessment Project, especially the Judicial System Officer – Support and Information; and identifies areas to be given special attention by the judicial system assessment officers.

3. *Judicial System Officer — Support and Information (P-4).* Responsible for identifying trends and issues in the information provided by the judicial system assessment teams and liaises, where appropriate, with the Judicial System Officer — Research and Analysis; produces periodic reports on the work of the judicial system assessment teams; assists in the direction of the activities of judicial system assessment officers; oversees the provision of information to judicial authorities and other international agencies; and organizes and develops appropriate orientation/training for judicial system assessment officers.

4. *Judicial System Officer (P-3).* Assists in the provision of training/orientation for the judicial system assessment officers; maintains a central database on judicial system activity coordinated with regional databases; assists in the production of reports on the work of judicial system assessment officers; and analyses information collected by the judicial system assessment officers as part of the development of the legal reform process.

5. *Judicial System Assessment Team Coordinator (P-4).* Responsible for selecting court proceedings to monitor in conjunction with the Human Rights Coordinator; monitors selected court proceedings; advises and trains judges, prosecutors and lawyers; maintains and develops contacts with judges, prosecutors and lawyers; identifies problems in the operation of the judicial system; assesses the quality of justice in the Region; coordinates with the UNMIBH Human Rights Office and other agencies in the monitoring of court proceedings in the Region; and directs the activities of the staff of the Judicial System Assessment Project in the Region.

6. *Judicial System Assessment Officer (P-3).* Responsible for monitoring selected court proceedings; advises and trains judges, prosecutors and lawyers; maintains and develops contacts with judges, prosecutors and lawyers; identifies problems in the operation of the judicial system; assesses the quality of justice in the Region; and liaises with the UNMIBH Human Rights Office and other agencies in the monitoring of court proceedings in the Region.

7. *Judicial System Officer (National Officer)*. Responsible for advising on Bosnian law and the Bosnian legal system within the context of the work of the judicial system assessment officers and the development of reform initiatives; liaising with the UNMIBH Human Rights Office and other agencies in the development of legal reform and training initiatives; maintaining and developing contacts with legal professionals in Bosnia and Herzegovina; and training staff of the Project on Bosnian law.

8. *Judicial System Assessment Officer (National Officer)*. Responsible for monitoring selected court proceedings; advising and training judges, prosecutors and lawyers; maintaining and developing contacts with judges, prosecutors and lawyers; identifying problems in the operation of the judicial system; assessing the quality of justice in the Region; liaising with the UNMIBH Human Rights Office and other agencies in the monitoring of court proceedings in the Region; advising on Bosnian law and the Bosnian legal system; and assisting the Judicial System Assessment Officer — Research and Analysis at Headquarters in analysing information and contributing to the reform process.

2. Human Rights Office

9. *Regional Human Rights Coordinator (P-4)*. Coordinates and supervises the operations of the Human Rights Office at the regional level, ensuring accurate and timely reporting from the field; and liaises with other regional UNMIBH components, human rights institutions and organizations at the regional level and regional authorities. The incumbent's functions include supervising the work of the regional human rights team (civilian and IPTF) and providing professional guidance to IPTF investigators in the stations; ensuring consistent implementation of the Human Rights Office policies and procedures at the regional level and the quality of outputs coming from the field, providing guidance as appropriate, in particular, selecting cases for human rights investigations in agreement with the Regional Commander; ensuring, through the assistance of the IPTF Regional Chief Human Rights Investigator, the proper conduct of human rights investigations in the region; ensuring the maintenance of regional human rights databases for proper follow-up of individual cases and prompt provision of statistics; analysing information and preparing periodic or special reports on regional human rights cases, situations and trends, including assessing the impact of actions taken; advising mission headquarters on human rights training needs for IPTF monitors in the region; advising the IPTF Regional Commander, the Civil Affairs Coordinator, the Press and Information Officer and the Judicial Systems Assessment Project Team Coordinator on all human rights-related issues; liaising closely with other regional UNMIBH components (Civil Affairs, the Judicial System Assessment Project and the Press and Information Officer) in order to ensure an integrated approach to situations of human rights concern; intervening with local officials (according to the liaison structure) to ensure follow-up of human rights cases; liaising with human rights organizations and institutions at the regional level, including the Office of the High Representative, the Organization for Security and Conference in Europe, the Office of the United Nations High Commissioner for Refugees, the Commission on Real Property Claims, and the offices of the Ombudsperson and Ombudsman; and coordinating with the Press and Information Officer on the content of public statements on human rights issues.

10. *Regional Human Rights Officer (P-3)*. Assists the Human Rights Coordinator in implementing the mandate of the Human Rights Office at the regional level and in supervising the regional human rights team. The incumbent's function include providing advice on legal, human rights and political issues to the Human Rights Coordinator and to IPTF investigators at the regional Headquarters and in the stations; representing the regional Human Rights Office in the absence of the Human Rights Coordinator; preparing regular

reports on the human rights situation in the region and special reports on particularly significant or grave human rights investigations; and supervising human rights training of IPTF monitors in the regions.

3. Civilian police

11. *Course Developer and Trainer (P-3).* The incumbent will advise and assist the work of the IPTF Internal Training and Support Section and the Training Administration for local police. He/she will be responsible for an overall evaluation of existing IPTF training methodologies and materials. In addition he/she will also be responsible for the development of the required extensive course material necessary to enhance the quality of existing IPTF training and will work in cooperation with the head of the Internal Training and Support Section and the Training Administration to develop new courses for international monitors and train the trainers of these courses.

4. United Nations liaison office in Belgrade

12. *Political Officer (P-3).* Assists the Senior Political Officer in keeping him informed about political developments with Yugoslavia. In particular, the incumbent will assist in the monitoring and reporting on activities in Kosovo. In addition, his/her responsibilities will include monitoring of the political situation in other areas requiring close attention such as Montenegro, Sandzak and Vojvodina and reviewing and analysing information provided from a variety of sources.

5. United Nations liaison office in Zagreb

13. *Chief of Office (D-1).* Is responsible for the overall coordination of the functions of the liaison office in order to ensure that operational support is provided to the United Nations missions in the area; provides political direction to UNMOP; maintains liaison with the Government of Croatia at all levels on issues relevant to the missions; provides comprehensive reporting to United Nations Headquarters and the missions on issues relevant to the conduct of United Nations operations, including UNMOP; undertakes liaison tasks requested by the missions; provides assessments and advice to other United Nations agencies based in Croatia and operating in the region; and maintains contact with the diplomatic community based in Zagreb and visiting high-level delegations.

Annex III

Support provided by the United Nations Mission in Bosnia and Herzegovina to other entities of the United Nations system in the mission area

Section providing support/tasks performed by UNMIBH	*Entities receiving support*[a]
Personnel	
The UNMIBH Personnel Section supports the processing of contracts, letters of appointment and personnel action forms.	Office of the United Nations High Commissioner for Human Rights, WFP.
Finance	
The Finance Section supports the processing of salaries, mission subsistence allowance and other payments for staff. In addition, invoices to vendors, travel claims and other payments are processed on request.	International Tribunal for the Former Yugoslavia, Office of the United Nations High Commissioner for Human Rights, WFP.
Transport	
The services provided by the UNMIBH Transport Section include the provision of fuel on a reimbursable basis, conducting the United Nations drivers tests and providing vehicles with licence plates. In addition UNMIBH vehicle workshops provide general maintenance of vehicles and minor servicing, such as oil changes. Furthermore, transportation of equipment and personnel is also carried out by UNMIBH and some vehicles are made available on temporary loan, when required.	UNICEF, UNESCO, Office of the United Nations High Commissioner for Human Rights, UNHCR, International Tribunal for the Former Yugoslavia, United Nations Office for Project Services, Mine Action Centre.
Security	
UNMIBH provides identification cards to a number of United Nations agencies and organizations in Bosnia. Upon request, the Security Section also provides investigation support and performs security surveys of office premises for other United Nations agencies. Finally, the Section provides advice and support to agency heads with respect to security matters, in particular in relation to the security plan for the area.	FAO, ILO, Mine Action Centre, International Tribunal for the Former Yugoslavia, WFP, UNDP, United Nations Office for Project Services, World Bank, Office of the United Nations High Commissioner for Human Rights.
Engineering	
UNMIBH provided the International Tribunal for the Former Yugoslavia with heavy digging equipment for the excavations of mass graves. Engineering support, including the servicing of generators, was provided to the Mine Action Centre. Office accommodation in Banja Luka and Sarajevo has been provided to the Office of the United Nations High Commissioner for Human Rights, and minor modifications were carried out on this accommodation to meet their requirements. At Drvar, the Office of the High Representative and United Nations Methodist Committee on Relief were collocated in a containerized accommodation with IPTF and Civil Affairs. Support is also provided to other agencies on request.	International Tribunal for the Former Yugoslavia, UNHCR, United Nations Methodist Committee on Relief, Office of the High Representative, Mine Action Centre, World Bank.

Section providing support/tasks performed by UNMIBH	*Entities receiving support*[a]
Communications	
United Nations agencies are provided with telephone and fax access to the UNMIBH communications VSAT network.	Office of the High Representative, WFP, International Tribunal for the Former Yugoslavia, Mine Action Centre, OSCE, UNDP, United Nations Office for Project Services, Office of the United Nations High Commissioner for Human Rights.
In addition, agencies are provided with VHF hand-held radios and pagers in Sarajevo to facilitate security coordination.	UNDP, WHO, ILO, UNESCO, World Bank, Office of the United Nations High Commissioner for Human Rights, UNHCR, International Tribunal for the Former Yugoslavia, United Nations Office for Project Services, WFP, UNICEF, FAO.
Electronic data-processing	
UNMIBH provides technical assistance and programming advice to other United Nations organizations. On request, some electronic data-processing equipment has also been provided on short-term loans. Finally, UNMIBH provides cc:Mail and LAN services to the Office of the United Nations High Commissioner for Human Rights and the International Tribunal for the Former Yugoslavia.	Office of the United Nations High Commissioner for Human Rights, International Tribunal for the Former Yugoslavia.
Miscellaneous	
UNMIBH negotiated special hotel rates in a number of hotels in Sarajevo which are available to other United Nations organizations and agencies.	

[a] The following abbreviations are used in the table:

FAO — Food and Agricultural Organizations of the United Nations
ILO — International Labour Organization
OSCE — Organization for Security and Cooperation in Europe
UNDP— United Nations Development Programme
UNESCO — United Nations Educational, Scientific and Cultural Organization
UNHCR — United Nations High Commissioner for Refugees
UNICEF — United Nations Children's Fund
WFP — World Food Programme
WHO — World Health Organization

Annex IV

Observations and comments on previous recommendations of the Advisory Committee on Administrative and Budgetary Questions

In its resolution 52/243 of 26 June 1998, the General Assembly took note of the recommendations of the Advisory Committee on Administrative and Budgetary Questions in its report of 31 March 1998 (A/52/860/Add.3), in which the Advisory Committee requested additional information in respect of the following:

Request	*Response*
Reasons for the utilization of mission-specific, rather than standard costs and ratios, should be clearly explained in the budget (A/52/860/Add.3, para.17)	Annex II.A has been amended to include a new column which reflects standard costs. Mission-specific costs are shown next to the applicable standard cost, if any, and deviations from the standard are explained in the remarks column or in the supplementary information contained in annex I.C.

Annex V

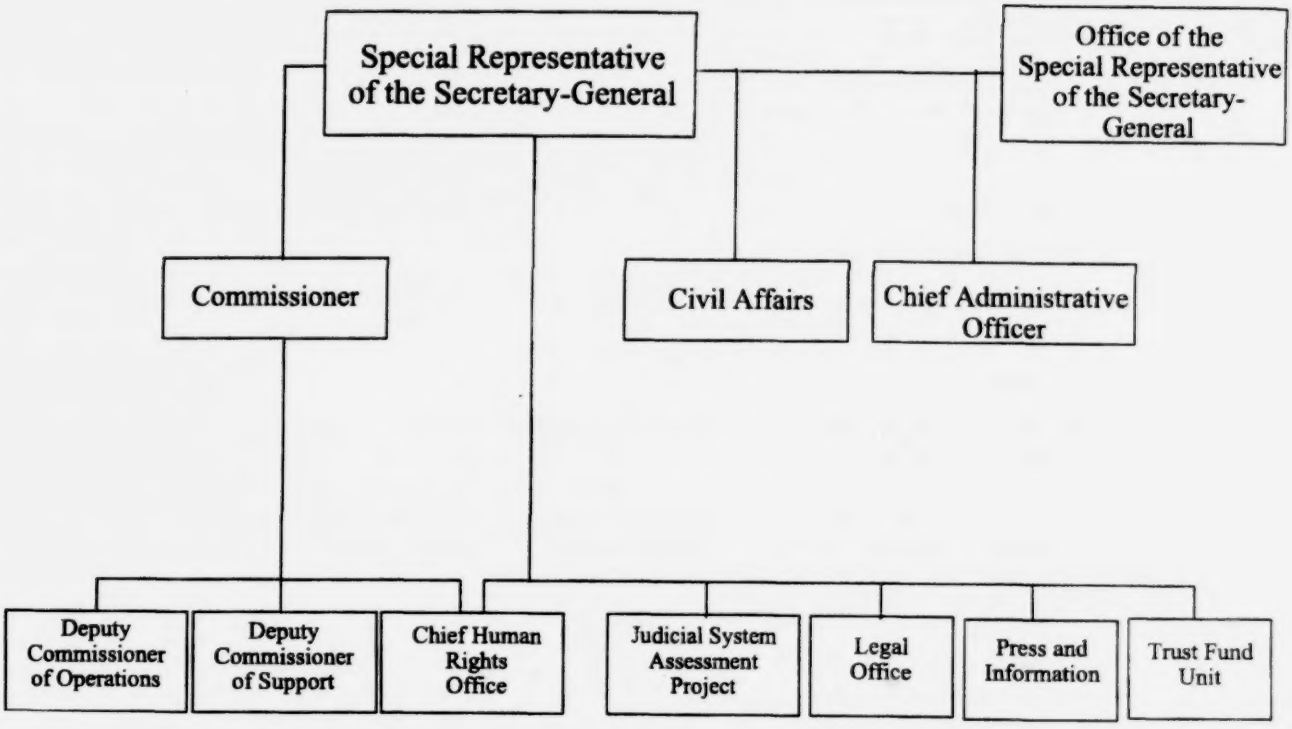
Implementation of previous recommendations of the Board of Auditors

Recommendation/comments	*Implementation*
Board of Auditors (A/52/5, Vol. II)	
1. Delays in preparation of bank reconciliation statements (para. 26)	
The Board recommended that the Administration ensure that the essential function of bank reconciliation is carried out on a timely basis.	The backlog in bank reconciliations has been cleared and bank statements are being received more promptly.
2. Cash management (para. 28)	
The Board recommended that the chiefs of administration in the field missions and other operations ensure that internal control procedures for cash management are fully complied with.	Steps have been taken to comply with the Board's recommendation.
3. Trust Fund for the restoration of essential public services in Sarajevo (paras. 31 and 34)	
Although the Board recognized that the Trust Fund Unit was no longer involved in preparing project proposals, the Board recommended that, in general, missions establish proper separation of duties between the functions of project formulation, payment authorization and verification of work completed.	Steps have been taken to ensure that adequate separation of duties is maintained in this area.
The Board recommended that the Mission make further efforts to secure the necessary quarterly performance reports and that it finalize a format for implementing agencies to follow when reporting, to include details of the projects's aim, the amounts received, the work done, the disbursements made and a schedule of planned work.	Efforts are being made to ensure that periodic performance reports are provided by the project implementing agencies. A standard format of such reports has been devised and is currently in operation.
4. Non-expendable property (paras. 116 (a) and (c))	
The Board recommended that in UNMIBH, as well as in other missions, the account holders be responsible for managing and maintaining the non-expendable property registers while the Property Control and Inspection Unit be responsible for verifying the accuracy of the registers.	This recommendation has been implemented.
It also recommended that at UNMIBH action be taken to ensure that the inventory lists provide complete and accurate information, including newly purchased items, and that receiving and inspection reports are produced in a timely manner.	Steps have been taken to ensure that the inventory lists provide complete and accurate information.

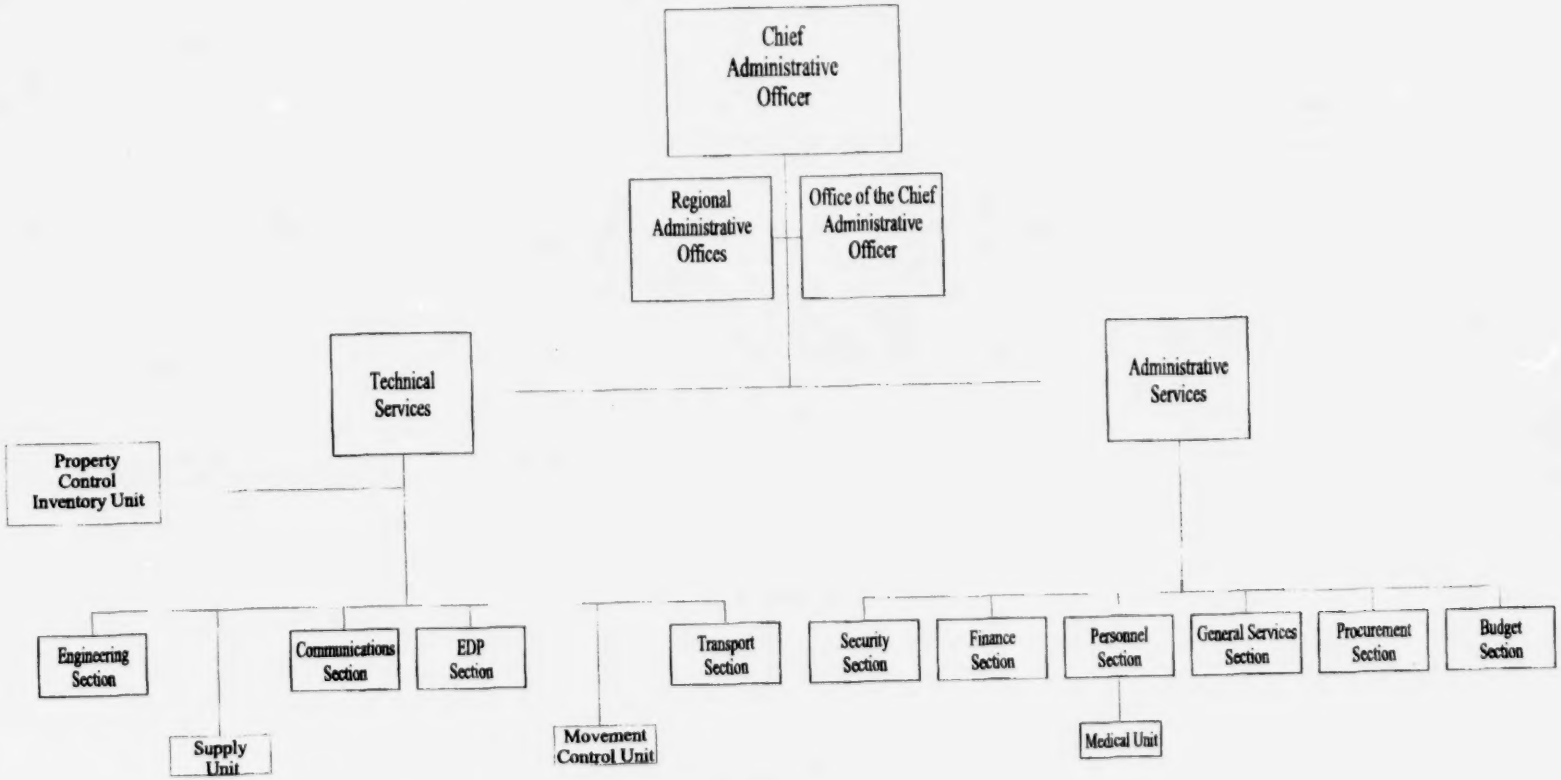
Annex VI

Organizational charts

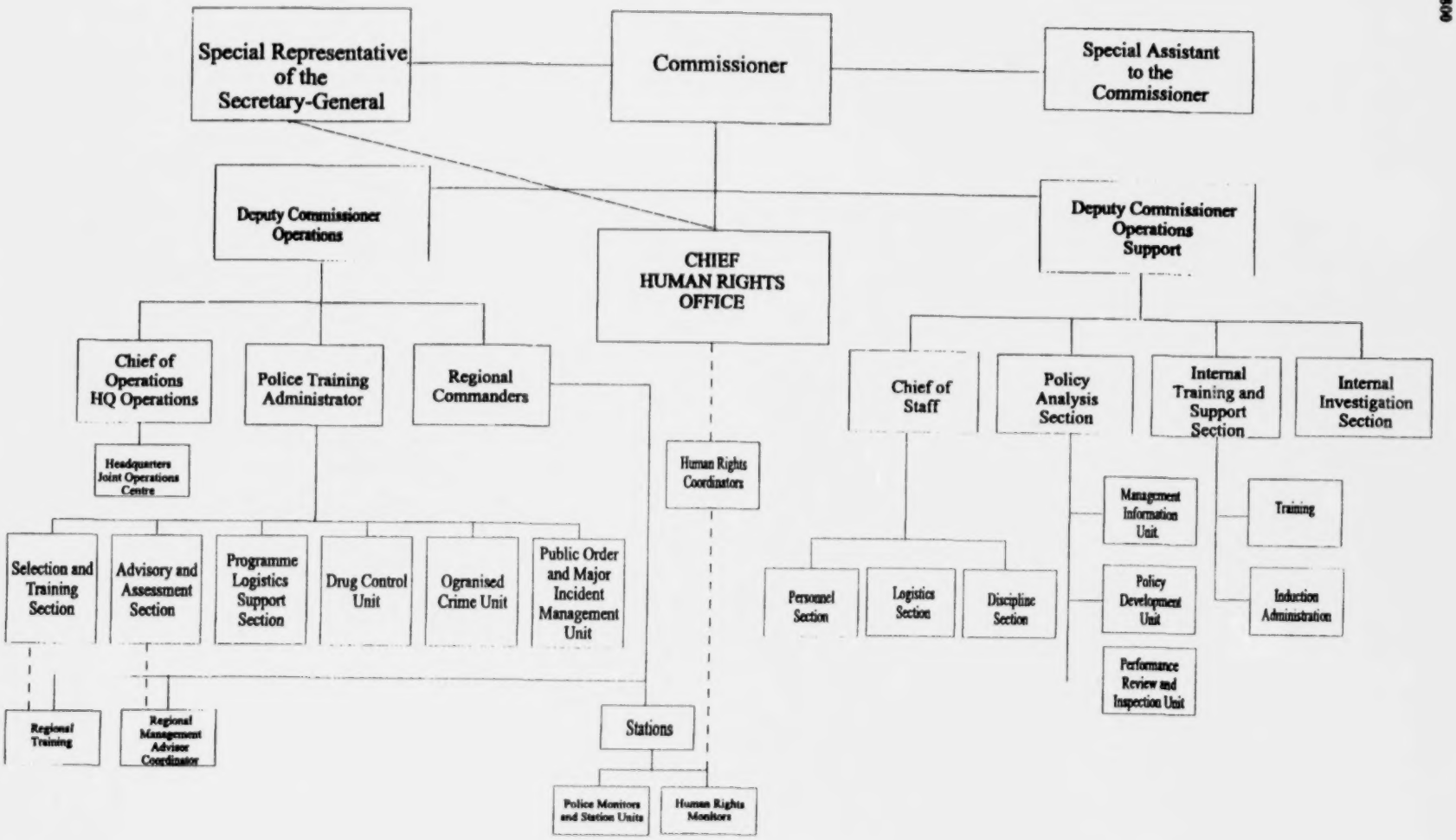
A. Substantive organizational structure



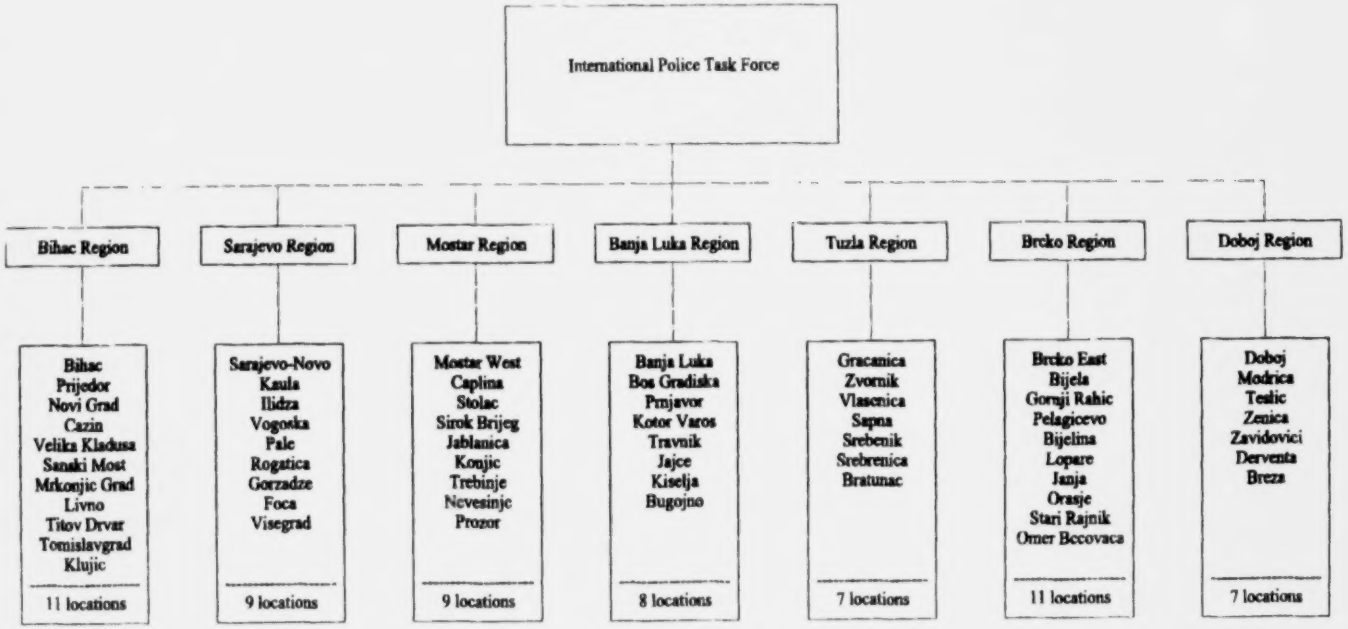
B. Organizational structure of the United Nations Mission in Bosnia and Herzegovina



C. Organizational structure of the International Police Task Force



D. Location structure of the International Police Task Force



7 regional offices
61 police stations
68 locations

Map No. 3946 Rev. 2 UNITED NATIONS
June 1998

Department of Public Information
Cartographic Section